**Equity and Inclusion Committee**

**Minutes**

Tuesday, October 31, 2023

9 am – 11 am

Zoom

<https://gvsu-edu.zoom.us/j/91501528669?pwd=RUIxNmRIS3FBQ3VJaTJ3dVJpQzl5UT09>

Meeting ID: 915 0152 8669

Passcode: 204698

9:02 AM Check-in Question: What’s going on in your world?

1. **9:18 AM** Approval of the Agenda
   1. Melissa Morrison moves Alycia LaGuardia-LoBianco second
2. **9:23 AM** Approval of the [Minutes from 10/17/23 Meeting](https://docs.google.com/document/d/1rNIpWqA6kieSE2ptqd7FLfTKUt-133w2/edit?usp=drive_link&rtpof=true&sd=true)
   1. Notetaking to follow alpha order using first names
      1. Anna for 10/31
   2. Q: Is the roster correct for the committee? A: Yes, except for the addition of students, the PSS and AP representatives. Additionally, CHP is identifying a substitute while their representative is on FMLA.
   3. Q: Should the website committee update the membership? A: Yes.
   4. 9:23 AM Anna White moves to approve, Genevieve Elrod seconds.
3. **9:24 AM** Teach-In
   1. Participate in the Teach-In
      1. Serve as a host, [volunteer form](https://www.gvsu.edu/teach-in/cms-form-edit.htm?formId=D21665B6-AE55-1FBF-CCF3230157466630) is available
      2. Genevieve encourages us all to volunteer as a host; the form allows you to choose the days, times, and formats that work for you. There are trainings for hosts virtually on two days this week.
         1. There may be missing links for those trainings; Stephen will contact Ashley Jefferson to close the loop.
4. **9:28 AM** How DEI/anti-racism work is Structured in Each College
   1. Sharing from each respective member
      1. Structure
      2. Stage/level of development
      3. Discussion of how college and department committees are related to EIC: they are not, but all will need clarity in role.
   2. Reporting:
      1. CLAS has a DEI-AB Committee that meets once monthly convened in W23. Working to make recommendations to the Dean on issues to investigate or change. All Unit Heads are asked to create a DEI-AB Plan, which has resulted in some departments creating unit/department committees.
      2. University Libraries has had an IDEA committee since 2017; in 2020 it shifted to focus on structural and policy inequity as well as staff/user education and engagement using MCOD model. Some discussion of formal positions related to DEI; most recently, a paid BIPOC committee formed to investigate decision-making structures. All faculty have a DEI-related goal on their FWP. Need to move from talk to action.
      3. SCOB: TBD
      4. KCON is working on creation of a DEI committee. KCON is also implementing a holistic admissions process that removes some bias (all applicants are interviewed, full student profiles are submitted, etc.); full balance and consideration to their qualities as a candidate outside of GPA. You may hear a request to serve as an interviewer for that process.
      5. Brooks: TBD
      6. CECI: Formal committee around Anti-Racism and Social Justice that began afer the murders of George Floyd and Breyonna Taylor; the merger slowed this practice, but there are now monthly meetings, which focus on vision, purpose, focus, and goal-setting.
      7. Ed Aboufadel: “Activity is easy, outcomes are harder.” What can we actually do, keeping in mind what is realistic and how to gather a large number of people around an initiative or goal? What can go in the faculty handbook that is operational?
5. **9:51 AM** [2023-2024 Charges](https://drive.google.com/file/d/14nPb_FhcujdDBNomwx3OmdgI2U6e_SGt/view?usp=sharing)
   1. Updates to charges #4 and #6
      1. **4: ECS Reporting:** ~~(a) Create a process to generate reporting to ECS about statistics regarding diversity on campus; (b) Report on the impact of COVID-19 (i.e., how the move to remote learning impact equity, inclusion, diversity, accessibility). SHORE Log #: 1166-2020.~~
         1. Modified: Generate annual reporting to ECS about statistics regarding diversity on campus.
         2. Q: Should the report go out to all faculty after it goes to ECS? FSBC sends out a [public report](https://www.gvsu.edu/fsbc/cms-authentication-index.htm?goto=%2Ffsbc%2Ffaculty%2Dcompensation%2Dfaculty%2Dlog%2Din%2Drequired%2D15%2Ehtm&error=session). It may be two versions of the report—one for ECS and one for all faculty. Committee will consider.
      2. Q: How detailed are our reporting structures? Is there a connection between departments doing less DEI work/less aware of DEI issues and students who experience a lack of belonging? A: The questions are not that granular; does NSSE collect that data? FTLC may have some of this data.
         1. VP Truss will look into disaggregated NSSE data and the attrition survey; potentially invite Phil Batty to discuss data with committee
         2. Invite students or groups of students to share their stories with EIC?
         3. Department task forces could be recommended/charged to collect the DEI ‘narrative’ of their department.
      3. **6: Accessibility Task Force Committee Recommendations:** ~~Conclude a review of the recommendations of the UAS accessibility taskforce (review which recommendations have been implemented and which have not yet been implemented but should be) and forward any recommendations to ECS/UAS. SHORE Log #: 1009-2018.~~
         1. Mark as completed; Delete
   2. **10:05 AM** Executing the Charges
      1. [Jamboard](https://jamboard.google.com/d/1MzU-XiP0JVwriFRKtZhdNMOGQ9cHkEX5HDViVvokt1s/viewer?pli=1): Three groups, each taking on 2 charges. 25 minutes in jamboard.
      2. **10:38 AM** Defining/sharpening/goal setting for each to concretize/make actionable
         1. **DEI-AB Framework**: Review the university’s DEI-AB framework and make recommendations to ECS. Report to ECS on the rollout of the online DEI staff training module.
            1. Read the framework critically: look for areas of ambiguity or where clarity/examples could be beneficial.
            2. Create disciplinary suggestions where possible
            3. Request feedback on DEI staff module roll-out
         2. **Equity in Service**: Review faculty service loads and make recommendations toward increased equity. Consider service loads by number of years at the university.
            1. Systematic, data-driven conversations needed to determine the problem
            2. 100 fewer faculty than in 2018 but no adjustment to formal service responsibilities to compensate for that
            3. If we remove committees or have fewer representatives, there is a concern about eliminating faculty voice; tension between workload and representation
            4. If the university were suddenly cut in half, what would we do with our service structure?
         3. **Systemic Racism**: Review recommendations made by other standing committees regarding teaching about systemic racism (GEC, FTLCAC) and make recommendations.
            1. Follow up on how SLO change on US Diversity has gone? How have faculty been supported in implementing it?
            2. Reach out to FTLC and Gen Ed to learn about existing efforts to communicate SLO change and guidance on incorporating it into curriculum (Dana will reach out)
            3. Determine how to best support integration of SLOs
         4. **ECS Reporting**: Generate annual reporting to ECS about statistics regarding diversity on campus.
            1. Incorporate climate survey data in a way that emphasizes challenges for non-majority groups
            2. Collect data directly from students (focus groups)
            3. Request college or department information on their DEI work
            4. Create a report that is external (not internal to ECS)
         5. **Equity in Learning**: Review the data from the General Education learning outcomes assessment from the previous two cycles to determine whether they reveal demographic differences in student learning outcomes and make recommendations. SHORE Log #: 1184-2020.
            1. More conversation needed
         6. **Optimum Membership/Faculty Representation**: Please review the standing responsibilities of your committee and while thinking about workload, determine the optimum and appropriate faculty membership/representation of your committee and make a recommendation.
            1. See Charge 2
         7. **Mid-Year Report and Year-End Report**: In an effort to engage more faculty in our shared governance system, prepare a 1–2-page mid-year progress report at the end of the Fall semester to be disseminated to ECS/UAS and College Deans (a full report is expected as usual at the end of the year).
            1. Not involved in jamboard activity (continued work)
6. **TABLED** Charting the Path for the Work Ahead
   1. Vision
      1. Goals🡪Discussion🡪Action, concrete recommendations (Alycia)
      2. Centering/incorporating the student perspective beyond the myGV Climate Survey aggregate results; need qualitative data, esp. for students needing more support (Steven)
      3. Faculty development for DEI learning; planning for and mitigating faculty resistance (Josita)
      4. Others?
   2. Fruition
7. **10:58 AM** Subcommittee Updates
   1. Teach-in subcommittee, Genevieve
      1. Volunteer at the teach-in!
   2. Reports subcommittee, Anna
      1. No updates until committee forms
   3. Website subcommittee, Alycia
      1. Eventually, EIC should review the website for feedback/input
      2. Potentially link to work colleges/departments are doing
8. **10:59 AM** Announcements
   1. Next meeting Tuesday, Nov. 14th at 9:00 am
   2. Additional?
9. **11:00 AM** Adjournment
   1. Josita Maouene-Cavin moves, Melissa Morrison seconds

| **Voting Members** | Attendance | **Ex-Officio Members** | Attendance |
| --- | --- | --- | --- |
| Alycia Laguardia-Lobianco (CLAS, W’24) | x | Ed Aboufadel  (Sr. AVP Provost’s Office) | x |
| Anna White (Libraries W’25) | x | Jesse Bernal (VP I&E)/Marlene Kowalski-Braun (AVP I&E) | Absent |
| Brianna Chesser (CHP) | Absent | Mychal Coleman  (AVP Human Resources) | Absent |
| Chasity Bailey-Fakhoury (CECI, W’24) | x | Takeelia Garrett (Student Ombuds/Dean of Students) | x |
| Craig Clay (PCEC, W’25) | Absent | Dana Munk (Pew FTLC) | x |
| Ezekiel Leo (SCB, W’24) | x | B. Donta Truss  (VP Enrollment Development) | x |
| Genevieve Elrod  (KCON, W’24) | x |  |  |
| Jennifer Marson-Reed  (CECI, W’24) | Absent |  |  |
| Josita Maouene  (CLAS, W’25) | x |  |  |
| Melissa Morison (CLAS) | x |  |  |
| Ramya Swayamprakash (BCOIS) | Absent |  |  |
| Steven Dorland (CLAS) | x |  |  |
| (GSA Representative) | N/A |  |  |